

Milford Elementary School
Performance Based Compensation Program
May 29, 2008

1. Which employees are eligible for the performance based compensation?

All ~~full~~^{full} time certified teachers in grades K-6, and all full time classified employees (40 hours per week) will be eligible for the performance based compensation. Part time aides and part time lunch workers will be eligible for a flat rate.

2. What are the criteria for awarding the performance based compensation?

A. Teachers

- All eligible teachers will be required to have one satisfactory evaluation by the building principal during the school year.

- Teachers in grades 1-3 will qualify for compensation based on student achievement in reading. Each student will be given the DRA assessment at the beginning of the year, and then again at the end of the year. If 90% of the students in each grade meet the following goals, the teacher(s) will be eligible for compensation.

Grade K- exit with a DRA score of 2 or higher;

Grade 1 – exit with a DRA score of 16 or higher;

Grade 2 – exit with a DRA score of 28 or higher and/or improve two levels, whichever is greater;

Grade 3 – exit with a DRA score of 38 or higher and/or improve two levels, whichever is greater.

- Teacher in grades 4-6 will qualify for compensation based on student achievement in math. Each student will be given the end of level book test from the math program at the beginning of the year and then again at the end of the year. (The final test will be proctored and corrected by another classroom teacher or principal.) If the class average reaches 85% or higher on the final test, the teacher(s) will be eligible for compensation.

B. Classified employees

- All full time classified employees will have two formal evaluations during the year (see attached forms). If the employee(s) achieve a satisfactory rating on the ending evaluation, they will be eligible for performance based compensation. Part time aides and lunch workers will receive a flat rate of \$100 if they have 90% attendance for the year.

3. What are the instruments or assessments that will be used to measure or evaluate the process?

All teachers will be assessed on one evaluation, teachers in grades K-3 will also be assessed based on DRA scores, teachers in grades 4-6 will also be assessed on math testing scores, and classified employees will be assessed on two formal evaluations. Part time aide will need to achieve a 90% attendance average during the year to be eligible.

4. What amounts of performance based compensation may be awarded?

Based on calculation of \$36.33 per pupil, with 240 students at Milford Elementary, we would be eligible for \$8,719. We have twelve teachers in grades K-6 and three classified full time classified employees (40 hours). We have 18 part-time aides and lunch workers who could qualify for the compensation. The full time Classified would receive the same compensation amount as the teachers. All part-time aides will receive a flat rate as stated in 2 B if performance levels are met. This would be approximately \$1800 for part time aides and lunch workers. The remaining amount of \$6719 would be disturbed between the teachers and full time classified. This would be approximately \$447 per person. If any certified or classified chooses not to participate or does not reach the performance standards, the money will be put back into regular pot of money and redistributed to those who qualified for the performance standard.

5. Will the performance based compensation be based on individual, team, or school performance, or a combination of these?

The plan will be a combination of individual and team effort to achieve the goals.

MILFORD HIGH SCHOOL PERFORMANCE BASED PAY PLAN 2008-2009

1. Which employees are eligible for performance-based compensation?

All employees at Milford High School are eligible. Milford High School is in favor of going school wide with our plan. This would include both the certified and the classified staff. We want all employees that work with the students to share in the plan, because all have a responsibility for student success. All full time staff members would receive the same amount with the part time receiving a three-fourths or half share depending on their contract time. The success of the plan is dependent on all working together.

2. What are the criteria for awarding performance-based compensation?

Performance awards will be given if:

- a. Eighty percent of our students will exhibit level gains in their writing ability. This will be demonstrated by using Milford High School's "Six Traits" writing rubric. Students will be pre-tested and post-tested in their Language Arts classes. Though the students will be tested in their Language Arts classes, every class will use the "Six Traits" rubric and be expected to use writing as an important part of their curriculum.
 - b. Second, all staff would have to pass their evaluation with the principal. Teachers would have the formal evaluation when due, and complete successfully the self evaluation formulated in the district evaluation/improvement plan. Other staff would meet with the principal and set personal goals and expected performance standards at the beginning of the year. At the end of the year, this plan will be reviewed. Those who successfully complete the plan will be eligible for the performance based pay.
3. What are the instruments or assessments that will be used to measure or evaluate performance?
 - a. Milford High School's "Six Traits" writing rubric.
 - b. Beaver School District Employee Evaluation instrument.
 4. What amount of performance-based compensation will be awarded?

All full time staff members would receive the same amount with the part time receiving a three-fourths or half share depending on their contract time.

5. Will the performance-based compensation be based on individual, team, or school-wide performance or a combination of these?

If the school meets the writing goal and the staff members successfully complete their evaluation, the payment would be distributed to every school employee. If some on the staff do not complete their evaluations or do not participate in the writing portion of the plan, the money they're eligible for would be distributed among those who completed both criteria.

MINERSVILLE SCHOOL PERFORMANCE BASED PAY PLAN

2008-09

Minersville school is in favor of going school wide with our plan. This would include our certified staff and our classified staff. We want everyone to share because all have responsibilities for student success. All full time staff members would receive the same amount with the part time receiving half or three fourths of the amount depending on the time they work.

Our plan is for everyone to work together to insure student success. The success of our plan would be based on meeting the following criteria:

First, all staff would have to pass their evaluation with the principal. Teachers would have the formal evaluation when due, and complete successfully the self evaluation formulated in the district evaluation/improvement plan. Other staff would meet with the principal and set personal goals and expected performance standards at the beginning of the year. At the end of the year, this plan will be reviewed. Those who successfully complete the plan will be eligible for the performance based pay.

Second, Eighty percent of our students will have to show one years growth in math. We feel like math is the area we need to concentrate on right now. This will be determined by a pre and a post math test given in each classroom. Ongoing assessments will be used to monitor student progress through the year. These will help identify specific students that need extra help to accomplish our goals. The IEP students would have to meet their IEP goals.

The two primary instruments that will be used will be our district evaluation/improvement instrument and a Saxon pre and post test.

If we meet the math goal school wide and all staff members successfully complete their evaluation, the money would be distributed to everyone. If some on the staff did not complete their evaluations successfully, the money would be distributed among those who did have successful evaluations.

**Beaver High School Performance Based Pay Plan
2008/09**

1. Who is eligible for performance based compensation?

All employees at Beaver High School are eligible. BHS is in favor of going school-wide with this plan. BHS will include all certified and classified staff members. Full time staff will be entitled to receive 100% of the performance pay, half time staff (20-32 hours per week), will receive \$200 and part time staff (1-19.99 hours per week) will receive \$100. The success of the plan is dependent upon the entire school working together to meet our goals.

2. What are the criteria for awarding performance based compensation?

- a. Teachers will be required to attend three (3) professional development workshops or activities provided by BHS. Classified staff members will also be required to attend professional development activities as required by the building principal. Teachers are required to attend 90% of faculty meetings during the 2008/09 school year.
- b. BHS will utilize and implement the "Six Traits of Writing" to help improve and measure student growth from the 2007/08 CRT. 80% of our students will show a minimum of 6% growth as measured by the 2008/2009 CRT's Raw Scores. Writing is part of our school improvement plan and every teacher will incorporate the Six Traits of Writing on a daily basis.
- c. All staff members and personnel will need to successfully complete an evaluation with the principal. Teachers will have their formal evaluation based upon the BCSD evaluation form, while the other full time, part time staff will be evaluated on a different but similar evaluation scale.
- d. Attendance – Teachers and staff members will not exceed their allotted contractual personal days provided by the school district. Part-time staff members will be in attendance 90% of the school year.

3. What instrument or assessments will be used to measure or evaluate performance?

- a. Attendance
- b. Six Traits of Writing
- c. Teacher and Staff evaluations
- d. CRT's

4. What amount of performance based compensation will be awarded?

All full time staff members will receive the same amount with the half time employees receiving \$200 and the part time receiving \$100, dependent upon contract time.

5. Will the performance-based compensation be based on individual, team, or school-wide performance, or a combination of these?

This is a school-wide plan. If teachers and staff meet the above goals successfully, the money will be distributed to everyone as stated above. If some of the staff members do not meet the above criteria or choose not to participate, the money will be distributed among those that meet the above goals.

BELKNAP ELEMENTARY SCHOOL
PERFORMANCE BASED COMPENSATION PROGRAM
JUNE 9, 2008

- 1. EMPLOYEES ELIGIBLE FOR PERFORMANCE BASED PAY:**
 - A. ALL CERTIFIED TEACHERS IN GRADES K-6
 - B. ALL SPECIAL ED. TEACHERS
 - C. ALL CLASSIFIED EMPLOYEES

- 2. PERFORMANCE PAY DISTRIBUTION:**
 - A. ALL FULL TIME EMPLOYEES, CERTIFIED AND CLASSIFIED (40 HRS @ WEEK), WILL GET AN EQUAL AMOUNT. (APPROXIMATELY \$585.00 PER PERSON)
 - B. ALL CLASSIFIED EMPLOYEES UNDER 40 HRS WILL GET \$100 EACH.

- 3. CRITERIA FOR AWARDING THE PERFORMANCE BASED PAY:**
 - A. CLASSIFIED EMPLOYEES :
 - **ALL CLASSIFIED EMPLOYEES WILL ATTEND A MINIMUM OF TWO INSERVICE/TRAININGS PER YEAR.
 - ** AT THE BEGINNING OF THE YEAR EACH CLASSIFIED EMPLOYEE WILL MEET WITH THE BUILDING ADMINISTRATOR AND SET PERSONAL GOALS AND EXPECTED PERFORMANCE STANDARDS, AND DISCUSS ANY AREA THEY FEEL THEY WILL NEED TO IMPROVE IN.
 - ** EACH FULL TIME CLASSIFIED EMPLOYEE WILL HAVE ONE SATISFACTORY EVALUATION AT THE END OF THE YEAR.
 - B. CERTIFIED EMPLOYEES:
 - **EACH CERTIFIED EMPLOYEE WILL ATTEND A MINIMUM OF THREE INSERVICE/TRAININGS PER YEAR.
 - **EACH TEACHER WILL HAVE THEIR STUDENTS MEET THE STANDARDS SET FOR THEIR CLASS.(SEE UNDER NUMBER 4)
 - **EACH TEACHER WILL KEEP A RECORD OF THE STANDARDS TAUGHT IN LANGUAGE ARTS, MATH AND SCIENCE AND THE MASTERY OF EACH STUDENT.

- 4. ASSESSMENTS AND PERFORMANCE:**
 - ** TEACHERS IN GRADES K-3: KINDERGARTEN STUDENTS WILL BE GIVEN THE DIBELS ASSESSMENT QUARTERLY THROUGH OUT THE YEAR.
 - THE STUDENTS IN GRADES 1-3 WILL BE GIVEN THE DRA ASSESSMENT AT THE BEGINNING OF THE YEAR AND AT THE END OF THE YEAR WITH THE DIBELS ASSESSMENT BEING USED THROUGH